

Recruitment and Retention of Highly Qualified Staff		Agency/Program #: 5113-04-11
		Division:
		Program: Education Program
Agency Name:	Montana School for the Deaf and Blind	
Agency Contact:	Bill Sykes	771-6002
LFC Contact:	Senator Wanzenried, Senator Schmidt	
LFD Liaison:	Kris Wilkinson	444-5834
OBPP Liaison:	Nancy Hall	444-4899

Program or Project Description:

The 2007 Legislature appropriated funds to the Montana School for the Deaf and the Blind to assist the school in hiring and retaining highly qualified teachers, support staff, and interpreters.

Appropriation, Expenditure and Source				
Fund Name:	2008		2009	
	Approp.	Expended	Approp.	Expended
General Fund	213,857	213,857	265,050	0
State Special				
Federal Funds				
Total:	\$213,857	\$213,857	\$265,050	\$0

Approp & Expenditure numbers are as of August 29, 2008

Legislative Goal(s):

Recruitment and Retention of Highly Qualified Staff: - MSDB will successfully recruit and fill all professional staff vacancies with applicants who meet the minimum qualifications of each position within 3 months of the vacancy announcement and will provide compensation, benefits, mentoring and professional growth opportunities sufficient to retain professional staff beyond 3 years of initial date of hire.

Legislative Performance Measures:

1. Number of qualified applicants based on job requirements advertised – quantitative
2. Number of applications received – quantitative
3. Turn over rate by position/program area – quantitative
4. A. Number vacancies and length of time positions remain vacant – quantitative
 B. Vacancy savings assessment compared to actual vacancy savings generated in Education Program
 Number of positions and length of time positions held vacant in the Education Program to generate required savings.
 Gain in percent of market to the Great Falls Public Schools if the Education Program were exempted from vacancy savings allowing the school to apply additional funds to licensed professional staff salaries

2009 Biennium Significant Milestones:		Completion Dates	
		Target	Actual
1	Increase salaries to 92% of market with Great Falls Public Schools for fiscal years 2008 and 2009 - 2 year collective bargaining agreement with MEA/MFT	7/21/2007	2/22/2008
2	Increase from FY07 to FY08 the entry salary for teacher's and support staff with BA degrees by 5% and entry salary for teacher's and support staff with MA degrees by 15%.	7/21/2007	2/22/2008
3	Refer to the attached spreadsheet for the number of qualified applicants; number of applications received; number of vacancies and length of time vacant		
4	Attached is data from the 2007-08 school year updated 8/29/08.		
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Agency Performance Goals:

The school's long-term goal is to maintain a salary schedule for highly qualified staff that is competitive with the Great Falls Public Schools (GFPS). With the funding provided by the 2007 legislature the school was able to close the salary gap with the GFPS to an average of 92 percent of market in each year of the 2009 biennium. The negotiated contract with MEA/MFT also includes a 5% increase from FY 07 to FY 08 in the entry salary for BA level degrees and a 15% increase in the entry salary for MA level degrees.

The 2007 legislature authorized six new positions: four outreach positions; guidance counselor; and consulting audiologist. Three outreach consultants serving hearing impaired students and guidance counselor were hired at the start of the 2007-2008 school year. The consulting audiologist position was also filled in July of 2008. Contracts have been offered and accepted for 2008-2009 with vacancies for outreach consultants serving visually impaired and deaf students and speech therapist being filled before the start of the school year. Without the retention and recruitment funds supported by the Governor and the 2007 legislature the school would not have been able to fill these positions. See the attached data updated 8/29/08.

LFD Narrative:

LFD ASSESSMENT: Progress Report Needed

DATA RELEVANCE: Yes

APPROPRIATION STATUS: Appropriation and expenditure data were provided.

COMMENTS/ISSUES: MSDB now has baseline data for the vacant positions over FY 2008, the number of qualified applicants, the turnover rate. They included specific measurements for the gain in the percent of market in their milestones. The workgroup may wish to discuss how MSDB will be setting specific measures for FY 2009 and strategies for attaining those measurements for FY 2009.

OPTIONS:

- Upgrade or downgrade the rating
- No further review or Progress Report Requested
- Request Additional Information
- Report success of achieving goal to LFC

Version	Date	Author
	9/23/2008	Wilkinson

Change Description
Cut/pasted from Word document; added LFD narrative



Montana School for the Deaf & Blind
Professional Position Status as of 08/29/2008

Position #	Position	FTE	Position Filled Y or N	FY08 Vacant From To	# of Applicants	of qualified Applicants	Note
51300314	Teacher - HI	0.73	Y	7/1/2007 8/22/2007	4	1	Position filled on 8/22/07 - Elementary HI Teacher
51300313	Teacher - HI	0.73	Y	6/1/2008 7/21/2008	3	2	Position filled at start of 2008-2009 school year
51300322	Teacher - HI	0.37	N	7/1/2007	0	0	Position intentionally left vacant
51300324	Teacher - VI	0.73	N	6/1/2008	3	0	Position advertised; no qualified applicants as of 9/3/2009
51300350	Teacher - HI	0.73	N	7/1/2007	0	0	Position advertised spring of 2008; no qualified applicants as of 9/3/2008
51303112	Speech Therapist	0.73	Y	6/1/2008 9/22/2008	1	1	Position filled - Starts on 9/22/08
51304002	Outreach Consultant - VI	0.77	Y	7/1/2007 3/1/2008	1	1	Position filled with part time outreach consultant working out of Bozeman
51304003	Outreach Consultant - VI	0.77	Y	7/1/2007 3/14/2008	10	7	Position to filled with VI Outreach Consultant on 3/14 - Whitefish/Kalispell area
51304006	Outreach - Audiologist	0.77	Y	7/1/2007 7/1/2008	1	1	Position filled with Audiologist for School Year 08-09 - Position based out of Helena
51304007	Outreach Consultant - HI	0.77	Y	7/1/2007 8/22/2007	6	3	Filled with consultant based out of Helena (new HI consultant)
51304008	Outreach Consultant - HI	0.77	Y	7/1/2007 8/22/2007	6	3	Filled with consultant based out of Missoula (new HI consultant)
51304009	Outreach Consultant - HI	0.77	Y	8/1/2008 8/15/2008	4	4	Filled with consultant based out Bozeman, MT (new consultant for eastern MT)
51304010	Outreach Consultant - VI	0.77	Y	7/1/2007 7/19/2008	10	7	Position filled with VI Outreach Consultant based out of Billings for 08-09 School Year
51304013	Guidance Counselor	0.73	Y	7/1/2007	2	1	Position filled at start of 2007-2008 school year

New positions authorized by 2007 Legislature highlighted in bold.